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ABSTRACT

Although there were improvements in salary levels, percentage and total numbers of blacks employed in Kentucky State government between 1974 and 1975, a disproportionate number of blacks were still concentrated in a few job categories, primarily in the lower half of the pay scale. Major agencies such as transportation, agriculture, and state police improved only slightly, if at all, and the historical society and governor's office just barely came off the list of all-white agencies. The Department of Corrections boosted their overall departmental black percentage up to 5.1%. Limited gains gave blacks a slightly larger share of the State payroll. The conclusion to be drawn from current statistical data is that blacks are too slowly moving toward equality with whites in State government. State agencies must renew their commitment of equal opportunity not only by hiring new blacks, but by upgrading those qualified blacks already employed to more responsible, high-paying positions. (Author/KR)

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BLACK EMPLOYMENT IN KENTUCKY STATE AGENCIES

SEVENTH REPORT

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Analysis of Job Levels, Salaries and Hiring Patterns as of November, 1975

UD018442

KENTUCKY COMMISSION ON HUMAN RIGHTS
COMMONWEALTH OF KENTUCKY
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Frankfort, Kentucky 40601

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PREFACE

This is the seventh State Commission report on Black Employment in Kentucky State Agencies. The earlier studies analyzed employment statistics as of April, 1962; July, 1965; November 1, 1967; October 15, 1969; November 5, 1971; and December 31, 1974 using records of the Department of Personnel. The data for this report is based on a Personnel Department IBM computer run of November 1, 1975. It is, therefore, subject to any errors resulting from reporting by individual departments and key punch operators. The data for each year are as comparable as possible and similar procedures have been followed in its preparation.

The State Commission especially wishes to thank the Department of Personnel for its assistance in this project so that the Commission can continue the objective, independent research and reporting it has conducted on this subject in previous years.

HIGHLIGHTS

1. The percentage of blacks in the total State work force rose 0.3% from 5.5% in 1974 to 5.8% in 1975.

2. The share of the State payroll earned by black employees increased from 4.4% in 1974 to 4.7% in 1975, a gain of 0.3%.

3. Blacks closed the annual salary gap by $72 between 1974 and 1975 and by a total of $335 between 1971 and 1975.

4. The average annual salary for black employees was $1,651 less than the average annual salary for white employees.

5. The average black employee earned only 80.8% of the average white employee's salary.

6. Black females closed the monthly salary gap by $23 between themselves and white female State employees.

7. The number of blacks employed by the State increased from 1,765 in December, 1974 to 2,023 in November, 1975, or 258. There were 2,435 additional whites hired during the same period.

8. Eight major departments failed to bring their black employment up to 4%. They were: Agriculture, Fish and Wildlife, Revenue, Natural Resources, State Police, Parks, Education and Transportation.

9. With the addition of 23 blacks to its staff, Corrections boosted its black percentage 1.8% to 5.1% in 1975 from 3.3% in 1974.

10. Clerk-Typist/Clerk-Steno emerged as the leading black job class in 1975 with 12.1% of all blacks in State government employed in that job.

11. Only 13% of all salaried black females earned $700 or more per month compared to 30.2% of all white females.

12. Fully 60.1% of the entire black work force earned $549 or less per month.

13. Over 60% of all State employed blacks were concentrated into pay grades 8, 9 and 10.

14. Again in 1975, blacks were clustered in the Food and Housekeeping services (26.2%) and the lower levels of the Health services (13.9%).

I. DOLLAR DIFFERENCES

Gap of Nearly $1,700 in Annual Salary Remains

Black State employees averaged $1,651 less per year than white State employees in 1975 but closed the gap by $72 between December, 1974 and November, 1975. The average annual salary for black employees in 1975 was $6,929 while the average for white workers was $8,580, as shown in Table A. The monthly salary difference between blacks and whites in 1975 was $138.

In 1969, the average annual salary difference between blacks and whites was $2,076 or $173 per month. Since 1969, blacks have closed the average annual salary gap by $425, but a nine year comparison of average annual salaries between black and white State employees in Graph I shows the gap has been relatively consistent with increased salary levels.

Annually, white men earned $9,264 or 30.0% more than black men who averaged only $7,128 per year. The 30.0% figure is 0.1% higher than the 29.9% white men earned over black men in 1974, but a substantial 21% less than what white men earned over their black counterparts in 1971.

White women averaged $780 per year more than black women employed by State government; white women earned $7,536 while black women earned only $6,756, or 11.5% less. In 1974, black women averaged 17.5% less and in 1971 that figure was 19.6%. Monthly, white women averaged $65 per month more than black women in 1975, a $23 improvement over 1974 when white women earned $88 more per month.

TABLE A

Average Annual Salaries for Black and White
State Employees, 1967-1975

Average Annual Salary	1967	1969	1971	1974	1975
White Employee	$5,532	$6,324	$6,995	$8,058	$8,580
Black Employee	3,546	4,248	5,009	6,335	6,929
+ or - for blacks	1,968	-2,076	-1,986	1,723	-1,651

TABLE B

Commonwealth of Kentucky Salary Schedule

(Showing Minimum + Maximum Monthly Salary in Each Pay Grade as of 7-1-74)

Grade	Min.	Max.	Grade	Min.	Max.
01	285	385	13	583	782
02	300	402	14	643	862
03	308	415	15	710	951
04	324	436	16	782	1048
05	340	457	17	862	1155
06	358	480	18	951	1274
07	376	504	19	1048	1405
08	395	530	20	1155	1549
09	415	556	21	1274	1707
10	457	612	22	1405	1882
11	480	643	23	1549	2074
12	530	710	24	1707	2074
			25	1882	2074

Hourly Park Workers

50 -- $1.35 an hour
52 -- $1.50 an hour
54 -- $1.55 an hour
56 -- $1.65 an hour
57 -- $2.00 an hour
59 -- $2.10 an hour

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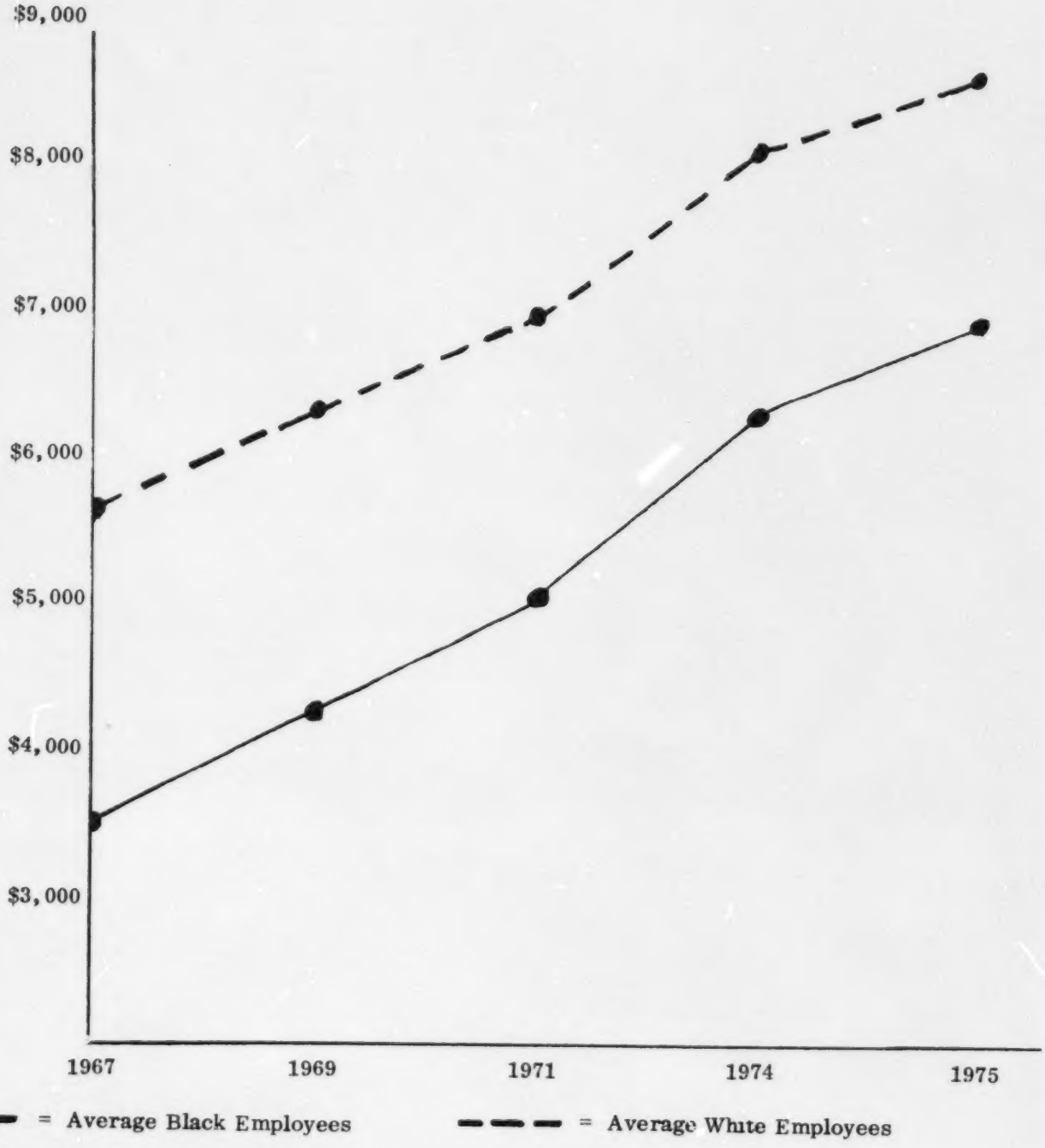
GRAPH I

Average Annual Salaries of Black and White State Employees,
1967 - 1975



Small Share of State Payroll

Blacks as a group took home 4.7% of the State payroll in 1975 compared to 4.4% in 1974, 3.9% in 1971 and 3.5% in 1969 and 1967. The 0.3% increase in the share of the State payroll indicated continued movement up the pay scale as well as a greater number of blacks being employed by the State. The 4.7% figure, however, is still significantly lower than the 5.8% blacks represented in the State government work force in 1975. And although the salary gap has narrowed somewhat every reporting year since 1969, blacks still earn only 80.8% of the average white employee's salary.

Salary Breakdown by Race and Sex

Monthly, the average salary for 19,670 white males was $772. The average monthly salary for 13,036 white females was $628. The average monthly salary for 933 black males was $594, and the average monthly salary for 1085 black females was $563.

61.9% of all black male salaried employees in State government earned $500 or less per month compared with only 33.9% of all white males. Only 15.2% of all black male salaried workers earned $700 or more per month compared to 40.2% of all white salaried males.

The situation for black females was also bleak. Only 13.0% of all salaried black females earned $700 or more per month compared to 30.2% of all white females. Fully 44.1% of all black women earned $499 or less per month.

There were 1,215 blacks, or 60.1% of the entire black work force, earning $549 or less per month. (See Table C) One marked improvement is noted in the $850-899 range where there was a gain of 20 blacks since December, 1974.

TABLE C

SALARY DISTRIBUTION OF BLACK EMPLOYEES
EARNING $1,049 OR LESS PER MONTH
(FULL-TIME)

Monthly Salary Rate	1971		1974		1975	
	No. of Employees	Percent	No. of Employees	Percent	No. of Employees	Percent
400-449	116	9.6	238	13.5	607	30.0
450-499	49	4.0	259	14.7	338	16.7
500-549	53	4.3	248	14.0	270	13.4
550-599	30	2.5	173	9.8	262	13.0
600-649	38	3.1	93	5.3	175	8.7
650-699	8	0.7	30	1.7	51	2.5
700-749	13	1.1	56	3.2	73	3.6
750-799	10	0.8	16	0.9	24	1.2
800-849	9	0.7	24	1.4	31	1.5
850-899	13	1.1	6	0.3	26	1.3
900-949	4	0.3	21	1.2	14	0.7
950-999	16	1.3	36	2.0	46	2.3
1000-1049	NA	NA	NA	NA	14	0.7
TOTAL	1,212	99.7*	1,765	100.0	1,931	95.5*

* Difference from 100% due to rounding of numbers.
**Salary distribution for black employees earning $1,050 to $9,998 per month continued in Appendix I.
NA = Not available.

Blacks Concentrated in Few Pay Grades

Blacks remained concentrated in the lower half of the pay scale as shown by Table D. Over 60% (1,298 or 64.2%) of all State employed blacks were concentrated in pay grades 8, 9 and 10. The three pay grades with the greatest concentration of whites were 8, 10 and 14. However, the whites grouped into these pay grades represented only 45.1% of the total white work force. A close examination of Table D shows the white work force fairly evenly distributed among pay grades 8 through 18 while blacks were generally clustered in grades 8 through 12.

Little Progress for Black Women

Black women continued to be the most disadvantaged group of employees in State government in 1975. As a group, black women represented 3.1% of the State work force but took home only 2.4% of the State payroll, 0.1% less than the 2.5% they took home in 1974.

In the area of job attainment, black women were again hired into a small number of the available jobs. In 1975, 54.8% of all black females employed by the State worked in the same three job areas that predominated black female employment in 1974. They were: Clerical, 27.9%; Health and Nurse's Aides, 16.8%; and Service Worker, 10.1%. The remainder of the black female work force was divided chiefly among Eligibility Workers, Social Workers and Homemakers. According to 1975 data, black women had not made any significant gains in terms of either salary or job attainment in the preceding year. Since black women comprised a majority (53.7%) of the entire black work force, their limited gains had a major impact on the total State black employment picture for 1975.

TABLE D

DISTRIBUTION OF BLACK AND WHITE EMPLOYES BY PAY GRADES

November, 1975

Pay Grade	Total	% NW	BLACK Total	BLACK Male	BLACK Female	WHITE Total	WHITE Male	WHITE Female	% of all black Males in this pay grade Actual	% of all black Males in this pay grade Cum.	% of all black females in this pay grade Actual	% of all black females in this pay grade Cum.	% all white males in this pay grade Actual	% all white males in this pay grade Cum.	% of all white females in this pay grade Actual	% of all white females in this pay grade Cum.
03	5	0.0	0	0	0	5	2	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
04	4	0.0	0	0	0	4	4	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
05	2	0.0	0	0	0	2	1	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
06	24	12.5	3	2	1	21	16	5	0.2	0.2	0.1	0.1	0.1	0.1	0.0	0.0
07	12	8.3	1	0	1	11	2	9	0.0	0.2	0.1	0.2	0.0	0.1	0.1	0.1
08	7,024	9.6	674	472	202	6,350	4,579	1,771	50.4	50.6	18.6	18.8	23.2	23.3	13.4	13.5
09	2,690	10.2	275	60	215	2,415	704	1,711	6.4	57.0	19.8	38.6	3.6	26.9	13.0	26.5
10	4,437	7.9	349	87	262	4,088	1,762	2,326	9.3	66.3	24.1	62.7	8.9	35.8	17.7	44.2
11	2,249	8.9	200	55	145	2,049	834	1,215	5.9	72.2	13.3	76.0	4.2	40.0	9.2	53.4
12	2,531	4.1	103	45	58	2,428	1,218	1,210	4.8	77.0	5.3	81.3	6.2	46.2	9.2	62.6
13	2,055	4.0	83	38	45	1,972	1,040	932	4.1	81.1	4.1	85.4	5.3	51.5	7.1	69.7
14	3,391	2.9	98	28	70	3,293	1,814	1,497	3.0	84.1	6.4	91.8	9.2	60.7	11.4	81.1
15	2,052	2.5	52	31	21	2,000	1,265	735	3.3	87.4	1.9	93.7	6.4	67.1	5.6	86.7
16	2,454	2.0	49	25	24	2,405	1,719	686	2.7	90.1	2.2	95.9	8.7	75.8	5.2	91.9
17	1,750	1.7	30	18	12	1,720	1,335	385	1.9	92.0	1.1	97.0	6.8	82.6	2.9	94.8
18	1,418	2.8	40	24	16	1,378	1,117	261	2.6	94.6	1.5	98.5	5.7	88.3	2.0	96.8
19	836	2.4	20	15	5	816	708	108	1.6	96.2	0.5	99.0	3.6	91.9	0.8	97.6
20	627	1.6	10	8	2	617	566	51	0.9	97.1	0.2	99.2	2.9	94.8	0.4	98.0
21	292	3.1	9	8	1	283	265	18	0.9	98.0	0.1	99.3	1.3	96.1	0.1	98.1
22	308	0.3	1	1	0	307	304	3	0.1	98.1	0.0	99.3	1.5	97.6	0.0	98.1
23	99	0.0	0	0	0	99	98	1	0.0	98.1	0.0	99.3	0.5	98.1	0.0	98.1
24	29	3.5	1	1	0	28	27	1	0.1	98.2	0.0	99.3	0.1	98.2	0.0	98.1
25	7	0.0	0	0	0	7	7	0	0.0	98.2	0.0	99.3	0.0	98.2	0.0	98.1
50	127	0.8	1	0	1	126	1	125	0.0	98.2	0.1	99.4	0.0	98.2	1.0	99.1
69	444	1.8	8	7	1	436	298	138	0.8	99.0	0.1	99.5	1.5	99.7	1.1	100.2
AA	4	50.0	2	2	0	2	1	1	0.2	99.2	0.0	99.5	0.0	99.7	0.0	100.2
CC	1	100.0	1	1	0	0	0	0	0.1	99.3	0.0	99.5	0.0	99.7	0.0	100.2
EE	1	0.0	0	0	0	1	1	0	0.0	99.3	0.0	99.5	0.0	99.7	0.0	100.2
FF	8	50.0	4	2	2	4	3	1	0.2	99.5	0.2	99.7	0.0	99.7	0.0	100.2
GG	12	33.3	4	3	1	8	7	1	0.3	99.8	0.1	99.8	0.0	99.7	0.0	100.2
HH	14	28.6	4	2	2	10	8	2	0.2	100.0	0.2	100.0	0.0	99.7	0.0	100.2
II	11	9.1	1	1	0	10	10	0	0.1	100.0	0.0	100.0	0.1	99.8	0.0	100.2
JJ	6	0.0	0	0	0	6	6	0	0.0	100.1	0.0	100.0	0.0	99.8	0.0	100.2
										100.1*		100.0		99.8		100.2
Total	34,924	5.8	2,023	936	1,087	32,901	19,722	13,179		100.1*		100.0		99.8*		100.2*

* Difference from 100.0 due to rounding of numbers.

II. DEPARTMENTS VARY IN BLACK EMPLOYMENT

More Blacks in State Work Force

The number of blacks employed by State agencies increased by 258 between December, 1974 and November, 1975 as shown in Table E. In comparison, 2,435 additional whites were hired during the same period. There were 2,023 blacks employed by the Commonwealth in 1875, 1,765 in 1974 and 1,540 in 1971.

The percentage of blacks increased from 5.5% in 1974 to 5.8% in 1975, a gain of 0.3%. The 5.8% figure represented the largest proportion of blacks ever employed by the State. It was still, however, 1.4% below the 7.2% blacks represent in the State's population.

The biggest gains for blacks came from seven different State agencies. (See Table I) They were: Transportation, (+105); Human Resources, (+55); Corrections, (+23); Parks, (+16); Public Safety, (+15); Finance, (+14); and Natural Resources, (+12). The 240 additional blacks these agencies employed represented 93% of the total increase in black employment since 1974 and 49.7% of the increase since 1971.

There was no agency that showed a significant loss in black employment in 1975.

TABLE E

NUMBERS AND PERCENTAGES OF BLACK STATE EMPLOYEES, 1962-1975

	April, 1962	July, 1965	November, 1967	October, 1969	November, 1971	December, 1974	November, 1975
Total Employees of State	21,773	24,280	26,708	27,572	31,263	32,231	34,924
Black Employees of State	958	1,235	1,408	1,396	1,540	1,765	2,023
Absolute Change in Black Employment	-	+277	+178	-12	+144	+225	+258
Black Share of Total State Employment	4.40%	5.10%	5.27%	5.06%	4.93%	5.5%	5.8%
Change in Black Share of Total Employment	-	+29.00%	+14.00%	-0.85%	-0.13%	+0.57%	+0.3%

Black Employment Gaps by Department

An agency by agency comparison shows that there were many areas in which black employment was lacking and in which the recruitment of a small number of blacks would help alleviate shortcomings in black employment. *(See Table F) Agencies such as Public Information, Insurance, Attorney General and Legislative Research would need to hire only an additional two black employees each to bring their respective black employment percentage to 4%. Banking, which was an all white department in 1975, would need to hire only three blacks to bring its department-wide percentage to 4%.

Larger agencies with low black percentages would have to hire relatively few blacks to achieve a 4% minimum black employment mark. Parks needed 27 blacks, Transportation 24, Public Safety 21, Natural Resources 18, Revenue 16, and Education 10. Total employment in these agencies was 17,957.

As additional employees are hired, each agency could assure itself of a minimum 4% black employment mark by making sure at least 4% of any new group of employees hired are black.

The Worst Black Hiring Records

Among the major departments, the eight with the worst records in hiring blacks in 1975 were: Agriculture, Fish and Wildlife, Revenue, Natural Resources, State Police, Parks, Education and Transportation. (See Table G) Although the Department of Transportation did hire an additional 105 blacks in 1975, it has consistently been among these agencies with the worst black employment records over the last eleven years.

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*Based on 1975 data.

TABLE F

BLACK EMPLOYMENT GAPS IN 14 SELECTED STATE AGENCIES WITH LESS THAN 4% BLACK EMPLOYMENT IN NOVEMBER, 1975

AGENCY	Number black 1975	Total number 1975	% black 1975	Possible Goals no. black	Possible Goals % black
Agriculture	4	138	2.9	+ 2	4.4%
Attorney General	1	70	1.4	+ 2	4.3
Banking	0	67	0.0	+ 3	4.5
Court of Appeals	4	207	1.9	+ 5	4.4
Education	131	3,514	3.7	+ 10	4.0
Insurance	5	174	2.9	+ 2	4.0
Legislative Research	2	100	2.0	+ 2	4.0
Libraries	4	160	2.5	+ 3	4.4
Natural Resources	16	832	1.9	+ 18	4.1
Parks	50	1,903	2.6	+ 27	4.1
Public Information	4	138	2.9	+ 2	4.4
Public Safety	35	1,384	2.5	+ 21	4.1
Revenue	12	695	1.7	+ 16	4.0
Transportation	361	9,629	3.7	+ 24	4.0
Totals	629	19,011	3.3	141	4.1

TABLE G

MAJOR AGENCIES BELOW 4% BLACK EMPLOYEES

Ranked by percentage of black employees
November, 1975

Department	Total	Black 1975	% Black 1975	% Black 1974	% Change 1974-75
Agriculture	290	6	2.1	1.7	+0.4
Fish & Wildlife	295	2	0.7	0.3	+0.4
Revenue	695	12	1.7	1.5	+0.2
Natural Resources	832	16	1.9	0.6	+1.3
State Police*	1,384	35	2.5	1.6	+0.9
Parks	1,903	50	2.6	2.5	+0.1
Education	3,514	131	3.7	4.0	-0.3
Transportation	9,629	361	3.7	2.7	+1.0
TOTALS	18,542	613	3.3	2.43	+ .87

* also known as Division of Public Safety

The Department of Corrections, which in the past has had a poor black employment record, came off the list for the first time in 1975 as an agency with a 4% or less black employment mark. With the addition of 23 blacks to its staff, Correction's percentage of black employees climbed 1.8% to 5.1% in 1975 from 3.3% in 1974. (See Table H)

The Department of Education, which in 1974 had reached the 4% black employment mark, lost 0.3% of its black percentage between December, 1974 and November, 1975 thus decreasing that department's total black percentage to 3.7%.

Other Agencies with Poor Black Hiring Records

Ten all white departments listed in alphabetical order and with total numbers of employees were as follows: Banking, 67; Board of Elections, 15; Civil Defense, 21; Commonwealth Attorney, 38; Consumer Protection and Regulation*, 25; Development Cabinet**, 22; Energy, 9; Energy Research Center, 5; Public Service Commission, 53; and Teacher's Retirement, 25.

All of these agencies, with the exceptions of Consumer Protection, Energy and Energy Research Center were all white departments in 1974. Board of Elections, Commonwealth Attorney and Public Service Commission have traditionally been all white.

The Historical Society and the Governor's Office came off the list of all white departments in 1975 as each had employed two blacks since the December, 1974 report.

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*Includes Office of the Secretary, Kentucky Harness Racing Commission, Racing Commission and Horse Council.

**Includes Office of the Secretary.

TABLE H

Distribution of Employees by Sex and Race
and
Percentage of Non-white Employees, in Kentucky State Agencies
December 31, 1974, November 5, 1971, October 15, 1969, November 1, 1967, July 1, 1965, November 1, 1975

Department & Agency	TNW	NM	NF	WM	WF	T	'74 TNW	'75 NW%	'74 NW%	'71 NW%	'69 NW%	Changes Betw. '74 - '75 NO	%
Governor's Office	2	1	1	27	37	66	0	3.0	0.0	0.0	0.0	+2	+3.0
Lieutenant Governor	NA	NA	NA	NA	NA	NA	1	NA	9.1	0.0	10.0	NA	NA
Secretary of State	2	0	2	2	29	33	2	6.1	6.3	0.0	0.0	0	-0.2
SECRETARY OF THE CABINET													
Auditor's Office	1	0	1	30	14	45	NA	2.2	NA	NA	NA	NA	NA
Civil Defense Office	0	0	0	11	10	21	0	0.0	0.0	0.0	NA	0	0.0
Finance Office	94	53	41	512	268	874	80	10.8	11.0	14.9	15.6	+14	-0.2
Military Office	7	6	1	76	40	123	7	5.7	6.5	7.7	4.8	0	-0.8
Personnel Office	11	2	9	39	127	177	10	6.2	6.0	4.9	3.9	+ 1	+0.2
Public Information Office	4	3	1	62	72	138	1	2.9	0.7	3.3	8.9	+ 3	+2.2
Revenue Office	12	2	10	340	343	695	10	1.7	1.5	1.7	2.1	+ 2	+0.2
State Retirement	1	1	0	7	20	28	2	3.6	7.4	7.4	4.5	- 1	-3.8
Teachers Retirement	0	0	0	8	17	25	0	0.0	0.0	3.7	7.7	0	0.0
DEVELOPMENT CABINET	0	0	0	8	14	22	NA	0.0	NA	NA	NA	NA	NA
Agriculture	6	2	4	198	86	290	5	2.1	1.7	1.5	2.1	+ 1	+0.4
Commerce	9	5	4	36	41	86	9	10.5	11.1	0.0	0.0	0	-0.6
Fish and Wildlife	2	2	0	271	22	295	1	0.7	0.3	1.1	1.9	+ 1	+0.4
Parks	50	38	12	1,003	850	1,903	34	2.6	2.5	2.3	0.56	+16	+0.1
State Fair Board	22	15	7	75	24	121	22	18.2	19.0	11.0	14.0	0	-0.8
DEPT. OF TRANSPORTATION	361	310	51	8,179	1,089	9,629	256	3.7	2.7	NA	NA	+105	+1.0
EDUCATION AND THE ARTS CABINET	131	63	68	1,760	1,623	3,514	133	3.7	4.0	3.9	5.1	- 2	-0.3
Historical Society	2	1	1	16	28	46	0	4.3	0.0	0.0	0.0	+ 2	+4.3
Libraries	4	2	2	35	121	160	3	2.5	2.7	3.8	3.7	+ 1	-0.2
Public Higher Education	1	1	0	20	29	50	1	2.0	2.9	0.0	0.0	0	-0.9
DEPT. FOR HUMAN RESOURCES	1,089	305	794	3,329	6,951	11,379	1,044	9.7	10.0	NA	NA	+55	-0.3
CONSUMER PROTECTION AND REGULATION	0	0	0	13	12	25	NA	0.0	NA	NA	NA	NA	NA
Alcoholic Beverage Control	3	3	0	30	9	42	4	7.1	9.3	10.0	8.1	- 1	-2.2
Banking	0	0	0	56	11	67	0	0.0	0.0	0.0	4.8	0	0.0
Board of Elections	0	0	0	4	11	15	0	0.0	0.0	0.0	0.0	0	0.0
Insurance	5	3	2	109	60	174	7	2.9	4.4	3.0	5.2	- 2	-1.5
Labor	17	6	11	171	167	355	17	4.8	4.9	3.4	3.1	0	-0.1
Mines and Minerals	3	3	0	53	22	78	3	3.8	4.4	3.4	3.1	0	-0.6
Public Service Commission	0	0	0	34	19	53	0	0.0	0.0	0.0	0.0	0	0.0
DEPARTMENT OF JUSTICE	16	9	7	78	72	166	NA	9.6	NA	NA	NA	NA	NA
Attorney General	1	0	1	35	34	70	1	1.4	1.5	7.5	8.3	0	0.0
Commonwealth Attorney	0	0	0	37	1	38	0	0.0	0.0	0.0	0.0	0	0.0
Corrections	59	40	19	850	246	1,155	36	5.1	3.3	0.6	0.26	+23	+1.8
Court of Appeals	4	4	0	123	80	207	4	1.9	2.9	2.4	1.7	0	-1.0
Public Defender	3	2	1	30	8	41	NA	7.3	NA	NA	NA	NA	NA
Public Safety (State Police)	35	20	15	1,139	210	1,384	20	2.5	1.6	0.9	1.4	+15	+0.9
DEPT. FOR NAT. RES. AND ENVIRON. PROTEC.													
Natural Resources	16	10	6	666	150	832	4	1.9	0.6	0.8	0.3	+12	+1.3
ENERGY	0	0	0	6	3	9	NA	0.0	NA	NA	NA	NA	NA
ENERGY RESEARCH CENTER	0	0	0	3	2	5	NA	0.0	NA	NA	NA	NA	NA
LEGISLATIVE RESEARCH	2	2	0	46	52	100	3	2.0	2.7	0.0	1.6	- 1	-0.7
TREASURY OFFICE	3	2	1	15	28	46	3	6.5	6.5	7.3	4.4	0	0.0
OTHER BOARDS	3	1	2	23	54	80	7	3.8	3.1	2.9	3.8	- 4	+0.7
OTHER COMMISSIONS	32	19	13	157	73	262	34	12.2	14.0	8.5	10.7	- 2	-1.8
TOTALS	2,023	936	1,087	19,722	13,179	34,924	1,765	5.8	5.5	4.9	5.06	+258	+0.3

NA = NOT AVAILABLE
NW - non-white, W - white, NWM - non-white male, NWF - non-white female, WM - white male, WF - white female

Some smaller agencies also failed to bring their black employment up to 4.0%. Ranked by percentage of black employees they were: Attorney General, one of 70 or 1.4%; Court of Appeals, four of 207 or 1.9%; Legislative Research, two of 100 or 2.0%; Public Higher Education, one of 50 or 2.0%; Auditor's Office, one of 45 or 2.2%; Libraries, four of 160 or 2.5%; Public Information Office, four of 138 or 2.9%; Insurance, five of 174 or 2.9%; Governor's Office, two of 66 or 3.0%; State Retirement, one of 28 or 3.6%; Mines and Minerals, three of 78 or 3.8%; Boards, three of 80 or 3.8%.

Some of these agencies did, at one time, have better black employment records. In 1969, Public Information and Attorney General each had black employment figures of 8.3%. In 1974 and 1971, State Retirement's staff was 7.4% black. However, all of these agencies, by 1975, had black employment figures of less than 4.0%.

Major Employers of Blacks

Human Resources, which employed 1,099 blacks or 54.3% of the entire black work force, continued to be the largest single employer of blacks in State government in 1975. (See Table I) Transportation, with 361 blacks; Education, with 131 blacks; and Finance, with 94 blacks also continued to rank among the largest numerical employers of blacks in 1975 although percentages of blacks in the departments of Transportation and Education were poor.

The Department of Corrections was new to the list of the major employers of blacks with 59, or 3.0% of the entire black work force.

Limited Job Attainment

Although an additional 340 job classes were created in Human Resources, only 90 of these new classes were occupied by blacks. (See Table K) The percentage of job classes attained by blacks dropped 1.4% from 29.9% as of December, 1974 to 28.5% in November, 1975.

TABLE I

MAJOR EMPLOYERS OF BLACKS

	1969		1971		1974		1975	
	No. of Blacks	% of Total Black Workforce	No. of Blacks	% of Total Black Workforce	No. of Blacks	% of Total Black Workforce	No. of Blacks	% of Total Black Workforce
Human Resources	NA	NA	NA	NA	1,044	59.2	1,099	54.3
Transportation	NA	NA	NA	NA	256	14.5	361	17.8
Education	136	9.7	138	8.6	133	7.5	131	6.5
Finance	82	5.9	81	5.3	80	4.5	94	4.7
Corrections	2	0.2	5	0.4	36	2.0	59	3.0
TOTALS	NA	NA	NA	NA	1,513	85.7	1,744	86.2

NA = Not Available due to 1973 reorganization

Total number of blacks employed by all agencies: 1969-1, 396; 1971-1, 541, 1974-1, 765; 1975-2, 023

The most significant loss in the range of job attainment came in the Parks Department where 4.4% fewer job classes are occupied by blacks. Other losses came in Education (-2.3%) and Personnel (-2.4%).

Blacks Clustered in Few Job Categories

Again in 1975, blacks were clustered in the Food and Housekeeping Services (26.2%) and the lower levels of the Health Services (13.9%). (See Table L)

Although the number of blacks continued to increase in the Engineering and Scientific services, Education services, Public Safety and Investigation services in 1975, the percentage of the total black work force that blacks in these services represented dropped 4% from 12.5 in 1974 to 8.5% in 1975. Any gains were also offset by the fact that blacks were employed in a small number of the available job classes within these services. For example, 56.1% of all blacks employed in the Engineering and Scientific services were grouped into only three job classes while in 1974 the same percentage was grouped into seven classes; 62.5% of all blacks in the Education services were grouped into three classes and 32.1% of all blacks in Public Safety and Protection were grouped into five. This was an improvement over 1974 when 58.1% of the blacks employed in Public Safety and Protection were grouped into only four job classes.

Largest Black Job Classes

Clerk-Typist/Clerk-Steno emerged as the largest black job class in November, 1975 with 244 or 12.1% of all blacks in State government employed in that job. (See Table M) Laborer was second largest job class with 241 or 11.9% and Service Worker, which was the leading black job class in 1974, was third in 1975 with 205 or 10.1%.

TABLE J

a. Job Level Distribution of Black Employees
Major Agencies and Comparisons, 1965, 1967, 1969, 1971, 1974, and 1975

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Skilled and White Collar	Total Black Employees
Human Resources	1974	226	172	62	200	322	120	504	1102
	1975	208	120	72	244	375	261	708	1173
Transportation	1974	168	13	18	31	14	15	47	259
	1975	264	22	20	25	15	20	55	364
Education	1965	39	12	2	12	1	27	42	93
	1967	51	17	6	15	2	44	67	135
	1969	53	18	-	15	4	46	65	136
	1971	41	24	5	19	3	46	73	138
	1974	37	11	3	26	30	44	77	151
	1975	37	12	3	21	33	53	89	151
Finance	1965	80	9	-	6	-	-	6	95
	1967	70	6	2	10	2	-	12	88
	1969	64	6	-	11	-	1	12	82
	1971	56	5	1	10	1	8	20	81
	1974	44	5	1	12	8	2	11	72
	1975	57	5	1	12	12	5	18	88
(State Police)	1965	15	1	-	6	-	-	6	22
Public Safety	1967	16	-	1	6	-	1	8	24
	1969	5	-	1	8	1	-	10	15
	1971	4	-	1	4	-	2	7	11
	1974	4	-	2	8	-	7	9	21
	1975	5	2	2	14	-	12	14	35
Parks	1965	12	-	-	1	-	-	1	13
	1967	12	1	-	-	-	-	-	13
	1969	6	-	-	1	1	-	2	8
	1971	35	1	-	1	11	1	13	39
	1974	14	2	2	2	12	2	16	34
	1975	18	4	1	26	-	2	3	51

TABLE J

b. Job Level Distribution of Black Employees, All Other Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, and 1975

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Skilled and White Collar	Total Black Employees
Agriculture	1965	2	-	-	-	-	-	-	2
	1967	3	-	-	-	-	-	-	3
	1969	4	-	-	1	1	-	2	6
	1971	2	-	-	1	-	3	4	6
	1974	3	-	-	2	-	-	-	5
	1975	4	-	-	2	-	-	-	6
Alcoholic Beverage	1965	1	-	-	-	-	1	1	2
	1967	1	-	-	-	-	1	1	2
	1969	1	-	-	-	-	2	2	3
	1971	1	-	-	-	-	3	3	4
	1974	1	-	-	-	-	3	3	4
	1975	1	-	-	-	-	2	2	3
Auditor	1965	-	-	-	-	-	-	-	-
	1967	-	-	-	-	-	-	-	-
	1969	-	-	-	1	-	-	1	1
	1971	-	-	-	-	1	-	1	1
	1974	-	-	-	-	-	1	1	1
	1975	-	-	-	-	-	1	1	1
Attorney General	1965	-	-	1	-	-	-	1	1
	1967	-	-	1	-	-	-	1	1
	1969	1	-	-	2	-	-	2	3
	1971	1	-	1	-	1	-	2	3
	1974	-	-	-	1	-	-	-	1
	1975	-	-	-	1	-	-	-	1
Banking	1965	1	-	-	-	-	-	-	1
	1967	-	1	-	-	-	-	-	1
	1969	1	-	-	-	1	-	1	2
	1971	-	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-	-
Commerce	1965	1	-	-	-	1	-	1	2
	1967	-	-	-	-	1	-	1	1
	1969	-	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-	-
	1974	-	-	-	2	4	3	7	9
	1975	-	-	-	1	4	7	12	9
Corrections	1965	-	-	-	-	2	-	2	2
	1967	-	-	-	-	1	1	2	2
	1969	-	-	1	-	-	1	2	2
	1971	-	1	-	1	-	3	4	5
	1974	-	21	-	4	5	7	12	37
	1975	-	31	2	9	5	18	25	62
Court of Appeals	1965	2	-	-	-	-	-	-	2
	1967	1	-	1	-	-	-	1	2
	1969	1	-	1	-	-	-	1	2
	1971	1	-	-	-	2	-	2	3
	1974	1	-	1	-	-	-	1	2
	1975	1	-	1	-	-	-	1	2
Energy	1975	-	-	-	-	-	-	-	-
Energy Research Center	1975	-	-	-	-	-	-	-	-
Fish and Wildlife	1965	1	1	-	-	-	-	-	2
	1967	1	1	2	-	-	-	2	4
	1969	1	1	2	-	-	-	2	4
	1971	1	-	2	-	-	-	2	3
	1974	-	-	2	-	-	-	2	2
	1975	-	-	1	1	-	-	1	2

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Skilled and White Collar	Total Black Employees
Governor's Office	1965	-	-	1	-	-	-	1	1
	1967	-	-	-	1	-	1	2	2
	1969	-	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-	-
Historical Society	1965	-	-	-	1	-	-	1	1
	1967	-	-	-	1	-	-	1	-
	1969	-	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-	-
	1974	1	-	-	-	-	-	-	1
	1975	1	-	-	1	-	-	-	2
Insurance	1965	-	1	-	1	-	-	1	2
	1967	-	-	2	1	-	1	4	4
	1969	-	-	-	3	-	-	3	3
	1971	-	-	1	1	-	-	2	2
	1974	1	-	-	-	-	-	-	1
	1975	-	-	2	2	-	1	1	5
Labor	1965	1	-	-	4	-	-	4	5
	1967	1	-	-	4	-	1	5	6
	1969	1	-	-	1	-	-	1	2
	1971	1	-	-	2	-	-	2	3
	1974	2	-	-	12	1	4	5	19
	1975	2	-	-	12	2	3	5	18
Legislative Research	1965	-	-	1	1	-	-	2	2
	1967	-	-	1	-	-	-	1	1
	1969	-	-	-	1	-	-	1	1
	1971	-	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-	-
Libraries	1965	-	-	1	1	-	1	3	3
	1967	-	-	-	2	-	1	5	5
	1969	-	-	-	4	-	1	5	5
	1971	-	-	1	2	-	2	5	5
	1974	-	-	1	2	1	-	2	4
	1975	-	-	-	2	2	-	2	4
Lieutenant Governor	1965	-	-	-	-	-	-	-	-
	1967	-	-	-	-	-	-	-	-
	1969	-	-	-	-	1	-	-	1
	1971	-	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-	-
	1975	NA	NA	NA	NA	NA	NA	NA	NA
Military	1965	3	-	-	-	-	-	-	3
	1967	4	-	-	-	-	-	-	4
	1969	7	-	-	-	-	-	-	7
	1971	4	1	1	-	-	-	-	6
	1974	3	-	2	1	1	-	3	7
	1975	4	-	2	-	1	-	3	7
Mines and Minerals	1965	2	-	-	-	-	-	-	2
	1967	2	-	-	-	-	-	-	2
	1969	2	-	-	-	-	-	-	2
	1971	2	-	-	-	-	-	-	2
	1974	2	-	-	-	-	1	1	3
	1975	2	-	-	-	-	1	1	3
Natural Resources and Environmental Protection	1965	1	-	1	-	-	-	1	2
	1967	2	-	1	-	-	-	1	3
	1969	1	-	-	-	-	-	-	1
	1971	3	-	-	-	-	-	-	3
	1974	1	-	-	2	1	-	1	4
	1975	2	1	1	4	2	8	11	17

TABLE K

RANGE OF JOB ATTAINMENT
Number of Classes in Selected State Agencies
Classes and Percent in Which Blacks are Employed

Department	Percent with Blacks '65	Classes with Blacks '65	Percent with Blacks '67	Classes with Blacks '67	Percent with Blacks '69	Classes with Blacks '69	Percent with Blacks '71	Classes with Blacks '71	Percent with Blacks '74	Classes with Blacks '74	Number of Job Classes '74	Percent with Blacks '75	Classes with Blacks '75	Number of Job Classes '75
Human Resources	-	-	-	-	-	-	-	-	29.9	149	498	28.5	239	838
Transportation	-	-	-	-	-	-	-	-	14.8	43	290	15.4	47	305
Education	27.7	39	26.2	37	25.5	41	25.7	43	22.1	47	212	19.8	45	227
Finance	4.8	6	9.7	12	10.7	13	10.7	14	14.6	26	178	15.1	29	192
Parks	6.1	7	6.1	7	4.3	5	6.0	8	11.2	15	133	6.8	9	132
Revenue	4.9	6	6.5	8	11.8	10	9.0	7	8.9	7	78	12.2	10	82
Personnel	6.2	2	12.4	4	8.8	3	12.2	6	21.4	12	56	19.0	12	63

TABLE L

Distribution of Black Employees
in Nine Service Groupings with Percentages

November, 1975

Service Grouping	No. of Blacks	Total No. of Employees	% Black
Food and Housekeeping	391	1,492	26.2
Health	315	2,263	13.9
Public Safety and Protection	240	2,820	8.5
Labor and Trade	413	6,820	6.1
Social Work and Recreation	178	3,337	5.3
Clerical, Administrative and Fiscal	535	10,977	4.9
Engineering and Scientific	98	4,411	2.2
Education	56	3,047	1.8
Inspection, Investigation, Examination	15	1,037	1.4

TABLE M

LEADING BLACK JOB CLASSES

		Percent Black Employees 1965	Percent Black Employees 1967	Percent Black Employees 1969	Percent Black Employees 1971	Black Employees 1971	Percent Black Employees 1974	Black Employees 1974	Percent Black Employees 1975	Black Employees 1975
1.	Clerk-Typist - Clerk Steno	NA	4.1	5.9	7.9	122	11.8	209	12.1	244
2.	Laborer	*	*	*	8.6	133	10.4	184	11.9	241
3.	Service Worker	*	*	*	*	*	12.6	222	10.1	205
4.	Health Aide	*	*	*	*	*	10.8	190	6.7	136
5.	Janitor	20.5	15.2	16.5	13.7	213	7.0	124	6.5	131
6.	Clerk	NA	2.1	2.7	3.5	54	4.0	70	4.4	89
7.	Nurse's Aide	42.5	35.4	21.8	11.7	181	4.8	85	4.3	86
8.	Eligibility Worker	*	*	*	*	*	2.2	39	3.3	67
9.	Light Equipment Operator	NA	NA	NA	2.2	34	2.5	44	2.4	49
10.	Nurse	*	*	*	*	*	*	*	2.1	43
11.	Maintenance Laborer	*	*	*	*	*	*	*	2.1	42
12.	Social Worker	NA	3.7	3.0	3.4	53	1.5	27	2.0	41
13.	Residential Aide	*	*	*	*	*	1.3	23	1.8	37
14.	Homemaker	*	*	*	*	*	1.5	27	1.3	26
15.	Correctional Officer	*	*	*	*	*	1.1	19	1.2	24
	TABLE TOTALS	63.0 (2 classes)	60.5 (5 classes)	49.9 (5 classes)	51.0 (7 classes)	790	71.5 (13 classes)	1,263	72.2 (15 classes)	1,461

*These were not leading job classes in previous years.

TABLE N

BLACK EMPLOYEES BY PAY GRADE
Comparisons for October, 1969, November, 1971, December, 1974
and November, 1975

Pay Grade	1969	1971	1974	1975
03	190	273	17	0
04	2	100	7	0
05	70	133	180	0
06	1	24	489	3
07	52	87	196	1
08	23	45	187	674
09	11	48	80	275
10	17	14	104	349
11	41	60	78	200
12	24	21	93	103
13	30	38	69	83
14	26	22	58	98
15	5	27	50	52
16	11	10	35	49
17	5	9	21	30
18	2	11	31	40
19	2	2	14	20
20	1	2	7	10

Pay Grade	1969	1971	1974	1975
21	-	1	3	9
22	-	2	1	1
23	-	-	1	2
24	NA*	-	0	
25	NA	-	0	0
50	NA	5	1	1
69	NA	NA	6	8
AA**	NA	NA	6	2
CC	NA	NA	2	1
EE	NA	NA	0	0
FF	NA	NA	0	4
GG	NA	NA	4	4
HH	NA	NA	3	4
II	NA	NA	1	1
JJ	NA	NA	0	0

NA* = Not Available
AA** = Pay Scale for Medical Doctors
Pay Grade 69 includes all employees with no pay grade or an invalid one.

Only fifteen job classes collectively employed 1,461 or 72.2% of all the blacks employed by the Commonwealth in 1975. This is a vast improvement over 1965 when 63.0% of all blacks were employed in only two job categories, Nurse's Aide and Janitor. But the fact that almost three-fourths of the black State employed population is clustered into only fifteen job categories suggests that equal job opportunity has not been attained in State government.

III. CONCLUSIONS

Although there were improvements in salary levels, percentage and total numbers of blacks employed in State government between December, 1974 and November, 1975, a disproportionate number of blacks were still concentrated in a few job categories, primarily in the lower half of the pay scale.

One of the most noteworthy improvements came in the Department of Corrections where the hiring if an additional 23 black employees boosted their overall departmental black percentage to 5.1%. It is the first time that Corrections has had a black departmental ment percentage above 4.0%.

Major agencies such as Transportation, Agriculture, Revenue, Fish and Wildlife, Natural Resources, State Police, Parks and Education, which have had poor black employment records in the past, improved only slightly or not at all in 1975. Although Transportation did hire an additional 105 blacks, it remained below the 4.0% black employment mark.

Historical Society and the Governor's Office came off the list of all-white departments in 1975, but most of the ten agencies which were on that list in 1974 remained all-white in 1975.

Limited gains gave blacks a slightly larger share of the State payroll. The share in 1975 was 4.7%, up from 4.4% in 1974, 3.9% in 1971, and 3.5% in 1969 and 1967. Although the 4.7% figure is 1.1% less than the 5.8% blacks represented in the State work force, it is evidence of a trend in the right direction.

Table N indicates that blacks were slowly moving up into the middle and higher pay ranges. Every pay grade showed some increase in its black employment over 1974. However, these gains were limited in the highest pay grades with the top grade (25) remaining all white. In fact, there were only two blacks, or 0.09% of the total black work force in the top four pay grades.

The conclusion to be drawn from current data is that blacks are slowly inching their way toward equality with whites in State government. Every year the salary gap closes slightly, but at the present rate it will take many years for blacks to achieve the economic parity with whites which they should be enjoying now. State agencies must renew their commitment to equal opportunity not only by hiring new blacks, but by upgrading those qualified blacks already employed to more responsible, high-paying positions.

IV. RECOMMENDATIONS

1. Governor Carroll should clearly reaffirm the State's committment to equal employment opportunity and call on all major agencies which have a black percentage of less than 4% to institute effective programs for recruiting, hiring and promoting black employees.

2. Each State agency should establish hiring goals and timetables for an equitable representation of minorities in each job category and pay grade.

3. All agencies whose programs provide for tuition assistance or educational leave to enable employees to increase their skills and educational qualifications should encourage their black employees to apply for participation in these programs.

4. All agencies should make full use of the Commission publication, 1977 Black Graduates of Kentucky. This directory provides the names and essential educational and occupational information on 493 black men and women who will graduate from Kentucky colleges this year. Department heads can match these graduates to many of their employment needs.

5. Promotional opportunities within each department should be publicized through department announcements so that blacks will be informed of existing vacancies.

6. Black employees of state agencies should file complaints with the Commission on Human Rights whenever they believe there has been discrimination in hiring or promotions within departments. Black applicants who believe they have failed to get a job with the state because of racial discrimination should immediately file a complaint with the Commission.

7. A separate employees' skills file should be established and maintained for black employees containing information on work experience and qualifications. This file should be referred to first when promotions are being considered.

8. Each department field office should establish contact with civil rights organizations in their areas and work with them to keep them informed on their employment needs and opportunities.

Appendix I
SALARY DISTRIBUTION OF BLACK EMPLOYEES, 1975
(Completed List)

Monthly Salary Rate	Number of Blacks	Percent
1050-1099	0	0.0
1100-1149	14	0.7
1150-1199	15	0.7
1200-1249	10	0.5
1250-1299	4	0.2
1300-1349	12	0.6
1350-1399	0	0.0
1400-1449	3	0.2
1450-1499	6	0.3
1500-1549	3	0.2
1550-1599	0	0.0
1600-1649	1	0.1
1650-1699	1	0.1
1700-1749	4	0.2
1750-1799	0	0.0
1800-1849	0	0.0
1850-1899	1	0.1
1900-1949	0	0.0
1950-1999	2	0.1
2000-2049	0	0.0
2050-2099	1	0.1
2100-2149	0	0.0
2150-2199	5	0.3
2200-2249	0	0.0
2250-2299	1	0.1
2300-2349	0	0.0
2350-2399	1	0.1
2400-2449	0	0.0
2450-2499	0	0.0
2500-2549	0	0.0
2550-2599	0	0.0
2600-2649	0	0.0
2650-2699	0	0.0
2700-2749	0	0.0
2750-2799	0	0.0
2800-2849	3	0.2
2850-2899	0	0.0
2900-2949	0	0.0
2950-2999	0	0.0
3000-9998	0	0.0
	87	4.3

COMMONWEALTH OF KENTUCKY
Julian M. Carroll, Governor

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty to "make studies appropriate to effectuate the purposes and policies of this chapter and to make the results thereof available to the public."

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